

## Article - Labor and Employment

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§3-211.

(a) (1) Except as provided in subsection (b) of this section, a minor under the age of 16 years may not be employed or allowed to be employed:

- (i) before 7:00 a.m.;
- (ii) from the day after Labor Day through the day before Memorial Day, after 8:00 p.m.;
- (iii) from Memorial Day through Labor Day, after 9:00 p.m.; or
- (iv) more than:
  - 1. 4 hours on a day when school is in session;
  - 2. 8 hours on a day when school is not in session;
  - 3. 23 hours in a week when school is in session for 5 days; or
  - 4. 40 hours in a week when school is not in session.

(2) The hours of work allowed under paragraph (1)(iv) of this subsection do not include any hours that a minor works in a bona fide work-study or student-learner program while school normally is in session.

(b) The Commissioner may grant to a minor an exception to the restrictions under this section if the Commissioner:

- (1) receives the written consent of a parent of the minor or a person standing in the place of the parent; and
- (2) determines that:
  - (i) there will be no hazard to the health or welfare of the minor; and
  - (ii) granting the exception will not impede the minor in fulfilling school graduation requirements.

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